

E-ACT

OPENING MINDS,  
OPENING DOORS

# DO YOU THINK BIG?

## Candidate Information Pack



E-ACT Merchants'  
Academy  
Primary • Secondary • Sixth Form

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## WELCOME

Firstly, thank you for taking your time to explore this opportunity to be part of our E-ACT family.

E-ACT is a National and System Leader Multi-Academy Trust, we provide education in London, Birmingham, Bristol, Manchester, Oldham, Buckinghamshire, Northants, Sheffield, and Walsall. As one of the most established trusts in the country, we serve some of the most disadvantaged young people.

Our commitment to becoming 'best in class' is stronger than ever. At E-ACT, we bring our people-first culture to life through our comprehensive people strategy. We have been diligently refining our educational and operational strategies, governance, and organisational culture to ensure we provide the very best experience for our pupils and, of course, our staff.

My fellow colleagues at E-ACT are dedicated professionals who provide the very best for our children to thrive and to grow. We take great pride in serving our local communities and being part of a supportive trust we call E-ACT.

If you think this could be the role for you, please get in touch.



Tom Campbell  
CEO

Having started here in May 2024, I am very proud and honoured to be the headteacher of Merchant's E-ACT Primary Academy. Merchants E-ACT Academy Primary is a vibrant, two-form entry school taking children from three to eleven. We are extremely lucky to be part of an 'all through' school, giving our pupils the opportunity to stay in the same educational setting until they are eighteen. We aim to give all of our children an excellent education whilst equipping them with the skills they need for life. We are proud to be an extremely nurturing and inclusive school.



Sarah Flannigan,  
Primary Headteacher

Our academy is a caring community that values personal, social, moral and emotional development as well as academic and creative achievement. Our aim is that all children will leave the academy with a wealth of skills and experience acquired through our knowledge rich curriculum. We want children to have a lifelong love of learning.

We believe that children deserve the highest standard of education, and we work hard to deliver such high standards every day in a safe and secure environment. Keeping our children safe is at the heart of everything we do, and we take all aspects of safeguarding extremely seriously.

On behalf of everyone here at the academy, I extend my warmest wishes and hope you find a place here at Merchant E-ACT Academy.

Thank you for your interest in joining Merchants Academy - a thriving all-through school where ambition, inclusion, and community are at the heart of everything we do. From our Primary phase through to Secondary, we are proud to offer a seamless educational journey that supports every child to flourish academically and personally.

As a member of our team, you'll be part of a dedicated and passionate staff community that works collaboratively to deliver high-quality teaching, nurture wellbeing, and create meaningful opportunities for all learners. We value innovation, professional growth, and the unique strengths each colleague brings to our academy.



Guy Swallow,  
Secondary Headteacher

At Merchants, we believe that great schools are built by great people. If you're driven by purpose, committed to excellence, and ready to make a lasting impact, we warmly invite you to explore what makes our academy such a rewarding place to work.

We look forward to welcoming you.





# Primary statistics **AT A GLANCE**



Merchants Academy

Planned Admission Number

**60**

Across primary in the academy

Students on roll

**322** 

Pupil Premium

**67%** 

EAL Students

**23%** 

SEND Students

**27%**  
\*overall

Enrolled in the Additional Resource Provision (ARP) for students with Autistic Spectrum Disorder

Merchants' Academy, located in Withywood, Bristol, is a 3 to 18 all-through school offering education from Nursery to Sixth Form. Now part of the E-ACT multi-academy trust, the academy emphasises academic and vocational excellence, fostering a lifelong love of learning. The curriculum is designed to empower students to become leaders who positively contribute to their communities and the wider world. The academy benefits from strong partnerships, including sponsorship by the Society of Merchant Venturers and the University of Bristol, providing students with enhanced educational and career opportunities.



## ➤ Our Culture

Merchants' Academy cultivates a culture rooted in high expectations, inclusivity, and social justice. The academy is committed to providing high-quality education and fostering a thirst for lifelong learning. We promote confidence, personal worth, and a strong sense of community among students and staff. Values such as hard work, honesty, integrity, respect, and concern for others are integral to the academy's ethos. Additionally, the academy invests in the moral, social, and cultural development of its students, preparing them for adult life and active citizenship

## ➤ Our Benefits

- **Professional Development:** Access to training, workshops, and leadership programmes for continuous growth.
- **Career Progression:** Clear pathways with opportunities across a national network of academies.
- **Collaborative Culture:** Supportive, inclusive environment that encourages teamwork and shared success.
- **Work-Life Balance:** Flexible working and a focus on reducing workload pressures.
- **Competitive Pay & Benefits:** Attractive salary, pension, and staff perks.
- **Wellbeing Support:** Mental health resources, stress management, and wellness initiatives.
- **Community & Purpose:** Be part of a mission-driven trust making a real impact.
- **Diversity & Inclusion:** A culture where everyone is valued and supported to thrive.

## ➤ Values, Ethos and how we work in the Trust?

Work Hard. Be Kind. Have Courage. These distinctive and positive ethos guides our work and the education of our students. Preparation for adult life underpins our Academy aims and the well-developed culture which is established across all aspects and functions of the Academy. We are committed to the success of each of our students' whatever stage they are at in their education, and this is reflected through the Academy's values.





# Secondary statistics

# AT A GLANCE



Merchants Academy

## Planned Admission Number

0

Across all years in the academy

## Students on roll

0



## EAL Students

0%



## Pupil Premium

0%



## Ofsted: X

Ofsted Rated X (X) Good for all categories

## SEND Students

0%  
\*overall

Enrolled in the Additional Resource Provision (ARP) for students with Autistic Spectrum Disorder

Text



## ➤ Our Culture

Text

## ➤ Our Benefits

- Text

## ➤ Values, Ethos and how we work in the Trust?

Text

# Let us introduce **OUR TRUST**



You will already know this, but we are a large multi-academy trust dedicated to providing exceptional education across our network of academies. Our mission is to inspire and challenge every student to achieve their full potential, and we are committed to creating a supportive and dynamic learning environment.

At E-ACT, we often refer to the wisdom of crowds and believe in the power of collaboration and innovation. Our team of passionate educators and staff work tirelessly to make a positive impact on the lives of our

students and the communities we serve. We are proud of our achievements and the progress we continue to make in delivering high-quality education.

As you consider joining our team, we want you to know that at E-ACT, you will be part of a forward-thinking trust that values professional growth, inclusivity, and excellence.

We are excited about the future and the opportunities it holds for our academies, our staff, and most importantly, our students.



Pupils

**25,000**

Staff

**3,500**



**93%**

of academies **GOOD**  
or **OUTSTANDING**.

**100%**

of academies have leadership & management  
**GOOD** or **OUTSTANDING**.



Awards



Based in **6**  
major cities.

Academies

**38**





# Opening Minds, Opening Doors

Opening Minds, Opening Doors embodies our trust-wide strategy that empowers our academies to triumph.

We want to give our academies the best possible support and guidance, enabling them to provide an exceptional education that impacts on the achievements of our children and young people.

## How do we do this?

Every day, all our colleagues demonstrate our three values:



### THINK BIG

We dare to dream big. Pushing the boundaries to create extraordinary opportunities for our young people and staff alike.



### DO THE RIGHT THING

We consistently make principled choices even when faced with adversity, guided by moral purpose that fuels impactful change.



### SHOW TEAM SPIRIT

Together we foster a culture of collaboration to improve, support and progress, propelling us forward as a united force.

## Our academies

We are proud to have **38 academies** across England that supports children and young people from the beginning of their education experience right up to sixth-form.



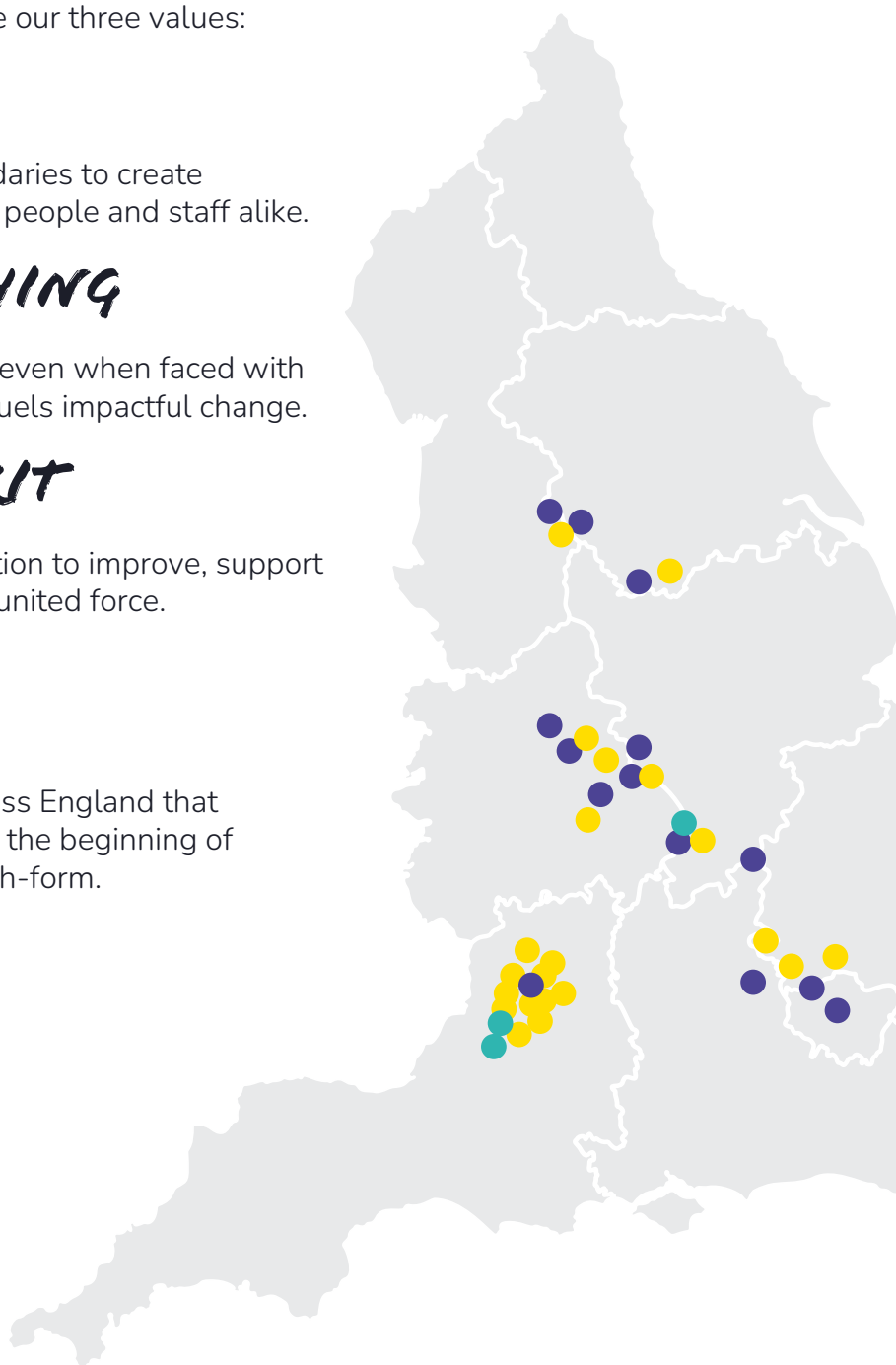
All-through Academies



Primary Academies



Secondary Academies



# OUR PRIORITIES

To put it simply, we are on a very clear mission.

We believe that it's our duty and privilege to change lives of our young people across England. And to achieve this we need the very best people working with us.

Do these priorities resonate  
with **YOU?**



Did you answer **YES?**

Then **YOU** are what we're  
looking for! Read on

# People-first, always!

At E-ACT, we genuinely prioritise a people-first culture. We have developed our People Strategy to be a cornerstone of our Opening Minds, Opening Doors Strategy, playing a vital role in achieving our strategic priorities. This forward-looking strategy outlines our aspirations as an employer and envisions the experience of being part of the E-ACT family.

Every single role within E-ACT is crucial to fulfilling our mission. Whether you work in the classroom, the office, our national teams, or on our grounds, your contribution is valued and essential.



Our People Strategy has eight key objectives, each aimed at creating a supportive, inclusive, and dynamic environment for all.

How many mean something to YOU?





## We invest in **YOU**

You've heard about our People Strategy, and the very first principle is our commitment to Continuous Professional Development (CPD) for educational excellence. We believe that when our educators and leaders grow, so do the students they serve.

We have a dedicated learning team that works across our entire trust, ensuring that all staff have access to the best resources and support. Additionally, we offer countless networking opportunities so you can connect with like-minded individuals across the trust.



I feel really energised and grateful to work in a trust that invests so much thought and care in its staff.

**James Hughes,**  
Education Director – Primary





# What do we OFFER?

Quite simply, we offer training and professional development for each and every one of our staff – which means our offering is large (very large!).

Here is a snapshot of what we offer:



## Middle Leadership

- Diversifying Excellence in Leadership
- Early Years Clusters
- Aspiring SENDco Course

## Senior Leadership

- Peer Review Training
- Exceptional Senior Leaders
- Road to Headship

## Professional Services

- Apprenticeships
- Sector-leading Qualifications
- Strategic leader development

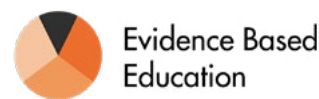
## Qualifications

We partner with National Institute of Teaching to ensure our staff get the best possible training for their own growth.

### The National Professional Qualifications we offer include:

- NPQEL (Executive Leadership)
- NPQH (Headship)
- NPQ SENCo (Special Educational Needs)
- NPQ LEY (Leading Early Years)
- NPQ LT (Leading Teaching)

## Our Partners



## Networking

Remember when we said we have a people-first culture?

We all thrive better together when we collaborate with like-minded people. We bring together our colleagues and other professionals from across the sector to join forces at our E-ACT Ideas Conference.

Our conferences represent what we are about, showcasing our diverse, passionate people.

## E-ACT Ideas Conferences include



Women in Leadership

Bridging the Gap

Early Years Conference



# THIS IS US!

## #WeAreEACT

Sometimes, pictures just speak a thousand words. We celebrate our people—students, staff, and the communities we serve—through our annual events:



## STAFF IMPACT AWARDS

The Staff Impact Awards shine a light on our dedicated colleagues who have made significant contributions to our Trust. These awards honour individuals and teams who have gone above and beyond in their roles, demonstrating excellence and commitment to our mission.





# NATIONAL PUPIL CELEBRATION EVENTS

Our National Pupil Celebration Events bring together an extraordinary display of talent, creativity, and inspiration from across the Trust. These events showcase the diverse range of student achievements in areas such as music, poetry, art, and sports.





# OUR BENEFITS



## ➤ Financial and Lifestyle

**Generous Pension:** Local Government Pension Scheme (LGPS) or Teachers Pension Scheme (TPS) - both defined benefit schemes

**Life Cover:** 3x pensionable pay

**Cycle to Work:** for healthy commuting

**Annual Leave:** 31 days for year-round employees

## E-ACT

At E-ACT, we care about you and are committed to supporting your wellbeing, both in your role and beyond.

Our benefits package is thoughtfully designed to help you stay healthy, develop professionally, and maintain a balanced lifestyle.



## ➤ Professional Growth and Development

**Opportunities:** excellent Professional Development and Learning for all

**Investment in staff development:** including bespoke and tailored Trust INSET days

**TLR progression:** automatic progression through TLRs for teaching staff

**Teacher pay scale:** 9-point teacher scale from M1 to UPS3

**TLR Payments:** Full TLR payment for part-time teachers carrying out full responsibilities



## ➤ Culture and Wellbeing

**People-first culture:** that values every colleague

**Employee Assistance Programme:** free confidential counselling, financial advice, and more

**Wisdom Wellbeing App:** to support mental health and wellbeing

**Collaborative working:** we value teamwork and collaboration, encouraging a culture of shared knowledge and collective success.



BE  
KIND




WORK  
HARD



HAVE  
COURAGE





E-ACT Merchants'  
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THIS  
IS US!



## Visits to the Academy

How do you know if it's right unless you try? We always welcome candidates to our academy before the interview so you can truly get a feel for the place.



## Fill Out Your Application Form

This is important! We can only accept applicants who fully complete our application form. This is due to safeguarding

## References

Your referees will only be contacted if you are shortlisted.

You will need to provide two references:

1. From your most recent employer
2. Second reference details



## Shortlisting

All of our shortlisting will be made against the criteria of the job role. Applicants who meet the specification will be invited to an interview.

## Checks

If you attend the interview, don't forget to bring:

1. Photographic identification
2. Proof of the right to work in the UK
3. Proof of qualifications



## Offer of Employment

We're excited to offer the successful candidate a job! We'll start with a phone call to share the good news, followed by a written offer sent via email or post. Please remember, this offer depends on satisfactory references, enhanced DBS clearance, and other necessary safeguarding checks.

If you're not selected this time, we'll let you know by email. Thank you for your interest!





# How to **APPLY**

We hope this pack has given you a valuable insight into our Academy and Trust and the exciting opportunities we offer. We warmly invite you to visit us and experience the Academy in action.

If you would like to arrange a visit or have any questions, please don't hesitate to contact us using the details below. We look forward to meeting you and welcoming your application!

## Primary

Hareclive Road, Bristol, BS13 9JW

✉ Email: [info-MAP@ma.e-act.org.uk](mailto:info-MAP@ma.e-act.org.uk)

## Secondary

Gatehouse Avenue, Bristol, BS13 9AJ

✉ Email: [info@ma.e-act.org.uk](mailto:info@ma.e-act.org.uk)

## E-ACT Recruitment Team

✉ Email: [recruit@e-act.org.uk](mailto:recruit@e-act.org.uk)

Thank you for your interest. We look forward to receiving your application.

Please read the supporting documentation carefully before completing and returning our application and equal opportunities form. If this role isn't quite right but you are interested in joining our talent pool then please email [recruit@e-act.org.uk](mailto:recruit@e-act.org.uk).

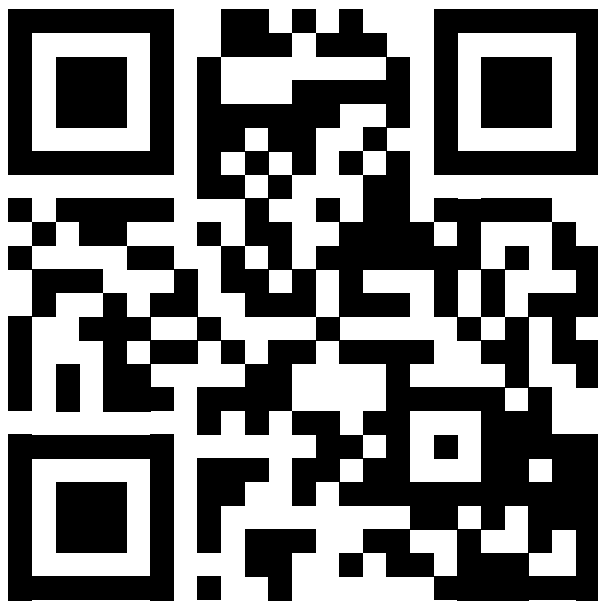
E-ACT is committed to safeguarding and promoting the welfare of young people and vulnerable adults, and all appointments are subject to enhanced Disclosure & Barring Service (DBS) checks and satisfactory references. E-ACT is also committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community.

E-ACT

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OPENING DOORS

Find your

**THINK BIG**



Sign up to our talent pool to receive the  
latest vacancies and news from E-ACT

#WeAreEACT



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@E-ACTlearning

#thinkbig | #dotherightthing | #teamspirit